

## Sheriff-elect Jim Manfre

# PRESS RELEASE

FOR IMMEDIATE RELEASE

1/7/2013

*or released  
not to be distributed  
before 12:01 AM 01/08/2013*

FLAGLER COUNTY, FL: Flagler County Sheriff-elect Jim Manfre announced today his reorganization of the Flagler County Sheriff's Office. "These changes reduce the bureaucracy of the sheriff's office," said Manfre. "With the current economy most governments and businesses reduced administration and overhead but our transition team found that was not the case in the Flagler County Sheriff's Office."

The transition team, headed by retired Interim Daytona Beach Police Chief Dennis Creamer, found an agency that was dysfunctional, bureaucratic and without direction and leadership. For example, in the law enforcement division there were 6 layers of supervision between the Sheriff and the patrol deputy. The reorganization eliminates the Chief Deputy position along with all major and captain positions and eliminated three other supervisory positions. The undersheriff and commander position was created resulting in a net savings of over \$150,000.

The transition team also found excessive and wasteful spending. Examples found were the recent purchase of an armored vehicle at a cost of \$130,000 which was delivered just last week, additional SUV's delivered in December and a new \$100,000 fingerprint system that in 3 years was never used. In addition, multiple unnecessary promotions were made in 2012 and there is no inventory control or supply processes or internal accountability system for taxpayer purchased agency property. As such I am ordering an agency-wide audit and inventory to begin immediately.

The District concept used by the former administration was found by the transition team to splinter communication, resources and attributed to increased administration and overhead costs and inefficiency. The two district concept has been abolished and service delivery has been centralized in the newly created Neighborhood Services Division. Neighborhood services will be delivered using a community concept. Palm Coast community service area is created with future community service areas are planned for the Hammock community and Western Flagler community. Safe Neighborhood Unit is created to focus on neighborhood crime trends using problem-oriented policing methods. This division will be commanded by a sworn law enforcement officer, David O'Brien.

Business Services Division was created to centralize business related services and to allow for a business approach to sheriff's service delivery, operations and budget. This division will be command by a non-sworn employee, Linda Bolante.

The existing human resources, training and accreditation units were centralized in the Human Resources and Professional Development Division as they all intertwine with each other to insure our employees are well trained and only highly qualified new employees are hired. This division has been given the additional responsibility of quality assurance as part of the accreditation process. A new non-sworn Director has been hired that brings a wealth of experience in the human resources and training fields. Robert Crouse, former Associate Director of the Southern Police Institute has been hired to command

this division and will further assist in the implementation of an agency-wide community oriented policing philosophy and ethics and integrity training.

Investigative Services Division, formerly known as Criminal Investigations Division, has been revamped and a new commander with extensive investigative and business experience has been hired to lead the investigative team. New to the Investigative Services Division is the Special Victims and School Resource Section. This section will focus on criminals that prey on our children and seniors and protect and educate our children in school. This division will be headed by a sworn law enforcement officer and former FDLE Resident Agent in-charge (RAC) of the Daytona Beach office and former 7th Judicial Circuit State Attorney's Office investigator, Jack Bisland.

Integrity & Accountability Unit has been created to insure that complaints on employees are properly, thoroughly and timely completed. This unit will report directly to the Undersheriff.

Media Relations and Community Outreach Section has been created to serve the citizens, neighborhoods and business in Flagler County providing crime prevention and education along with the implementation and use of social media for education and crime solving. This section will be commanded by Lieutenant Robert Weber who will be the new Public Information Officer for the agency.

Most of the changes and reorganization were done using existing employees and were reviewed and approved by the Florida Sheriff's Association General Counsel for compliance with existing state laws and union contracts. Besides Undersheriff Staly, two executive staff positions were filled from the outside when it became apparent that existing agency resources were not qualified. Collectively they bring extensive experience to the Flagler County Sheriff's Office. They are:

Robert Crouse, retired Associate Director of the Southern Police Institute and former Michigan police officer. Mr. Crouse has extensive experience in personnel management, training and employee development, accreditation and conducting police management audits and educating law enforcement leaders. He also brings private business experience where he has worked the past 6 years. Mr. Crouse holds a BA degree in Anthropology and a BS degree in Psychology from Grand Valley State College and a MS degree in Criminal Justice from Michigan State University. He is certified as a law enforcement instructor in Florida, Illinois, Kentucky and Michigan.

John "Jack" Bisland, a veteran of 35 years of law enforcement and public safety experience was the Resident Agent In-charge of the Florida Department of Law Enforcement's Daytona Beach Office responsible for FDLE investigations including drug trafficking, intelligence operations, special events and state and federal task forces. Prior to joining FDLE he served as a police officer in Winter Springs and Longwood Florida. After retiring from FDLE he worked two years in private sector security before joining the 7th Judicial Circuit State Attorney's Office as an investigator. He is a graduate of FDLE's Foundational Leadership Class and attended Daytona State College.

Contact information: Sheriff-elect Jim Manfre 386-793-0216

# # #

**FREDERICK J. "RICK" STALY**  
**135 Heron Drive, Palm Coast, FL 32137**  
**e-mail: undersheriffstaly@cfl.rr.com**  
**386-517-6612**

---

**CAREER SUMMARY:**

Thirty-eight years of law enforcement and public safety experience. Over twenty-eight years of various leadership and command experience including six years as Undersheriff, second in command, of the fourth largest law enforcement agency in Florida and the thirteenth largest sheriff's office in the nation with over 2,000 employees and a \$124 million dollar budget. Additional corporate experience as owner of a mid-size regional contract security company and Chief Security Officer for an international company. Proven record of accomplishments and crime reduction. Certified subject matter expert with Diplomate status on law enforcement administration, field operations and training. Published author on law enforcement management. Certified in Homeland Security at level V (highest)..

**EDUCATION and TRAINING:**

- FBI National Academy, 177<sup>th</sup> session
- Master of Science in Administration, University of Louisville, Louisville, KY, graduated 4.0 GPA
- Bachelor of Science in Criminal Justice, Rollins College, Winter Park, Florida
- Homeland Security – Level V Certification (Highest)
- Administrative Officers Course, 79<sup>th</sup> class, Southern Police Institute
- Diplomate, American Board of Law Enforcement Experts
- Florida CJST Law Enforcement Certification, current and active
- Florida CJST Correctional Certification, inactive
- Advanced training classes in Progressive Patrol Administration, Sex Crimes Investigation, Hostage Negotiation, Arson and Explosive Investigation, Field Training and Evaluation Program, and many more.

**PROFESSIONAL EXPERIENCE:**

**CO-OWNER/EXECUTIVE VICE PRESIDENT**, October 2008 - October 2012. American Eagle Sentry, Palm Coast, FL

In this leadership/ownership role I started, licensed and lead a contract security company focused on serving upscale clients in private gated communities, condominiums, resorts and businesses. The company provided access control, vehicle and foot patrols and provided security services with a concierge touch. In 2012 the company received the "Standing 'O' Award" for professional services for its commitment to customer service, professionalism and ethical standards. The company merged with United American Security, a national security company, after employee growth reach 128 employees and revenues exceeded \$3.3 million annually serving clients from Tampa, FL to St. Augustine, FL.

**CHIEF SECURITY OFFICER/SR. VP**, June 2005 – 2008. The Ginn Companies, Celebration, FL  
In this leadership role I was responsible for starting the company's security department providing services of patrol and investigations for property owner's associations, resort hospitality, new development, LPGA and PGA sanctioned golf tournaments and corporate reporting directly to the president. Responsible for a staff of 150 employees and a budget of \$8 million.

**UNDERSHERIFF, COLONEL, DIRECTOR OF TRAINING, DIRECTOR OF E-911 COMMUNICATIONS**, January 1993 – February 2001. Orange County Sheriff's Office, Orlando, Florida.

Orange County encompasses 1,000 square miles and includes the City of Orlando and five major theme parks and is a culturally diverse community of over 975,000 residents with an additional daily tourist and

## ***FREDERICK J. STALY***

commuter population of 300,000. The Sheriff's Office is a full-service law enforcement agency with no correctional responsibility and provides primary police service to 65 percent of the population and 80 percent of the landmass. My responsibilities as second-in-command or Undersheriff included the comprehensive strategic planning, creation, deployment and evaluation of all police and administrative services for ten divisions with more than 2,000 employees. Responsible for budget, contracts and grant development, presentation and expenditure of a \$124 million-dollar operating budget and annual capital improvement requests.

Undersheriff accomplishments included: Implemented agency-wide community-based policing strategy and Problem-Oriented Policing Units; Implemented weekly coordinated crime reduction and accountability strategy meetings resulting in a -14.7% reduction in violent crime and a -9.8% reduction in non-violent crime within two years of implementation along with improved case clearances. Implemented technological advances such as, computer-aided dispatch, crime analysis, mobile data terminals, paperless record storage system, automated fingerprint identification system, digital forensic photography, 800mhz computer-trunk radio system and new E-911 phone system. Successfully implemented international and state accreditation processes, becoming the first law enforcement agency in Orange County, Florida to become accredited. Implemented an agency-wide reorganization in June 1993 and in 1997 conducted a critical review and analysis of all agency functions resulting in a fiscal savings of \$1.8 million dollars in direct and future cost avoidance. Additionally, 121 positions were eliminated, reclassified or transferred to other functions where they could be better utilized. Implemented strategic planning, professional standards early warning system, officer survival classes, less lethal weapons, volunteer community on patrol program and integrity and ethics training. All initiatives were accomplished and service was delivered at the lowest per capita cost of any law enforcement agency in the county and the second lowest of Florida's ten largest police agencies.

Colonel responsible for the Administrative Services Bureau, which included the Communications, Support Services, Fiscal Management, Court Services, Media Relations and the Community Policing Divisions. My primary responsibility was for all administrative, budgetary and operational aspects of the Bureau's 400 employees and 18 million-dollar annual budgets.

Director of Training accomplishments and responsibilities included planning, development and coordination of all training for more than 2,000 full and part-time employees, including coordinating basic law enforcement training with local police academies, skill retention and skill development, firearms and emergency vehicle operation training, supervisory, management and executive level training and employee career development. Accomplishments included: Reduced supervisory and secretarial staff and increased line-level trainers by 30 percent; Implemented frame relay and local area network computerization of the training section; Updated computer lab and implemented computer-based training; Implemented profit/cost recovery special training courses with an annual profit of \$100,000.00. Directly responsible for 32 employees and a 3.3 million-dollar budget.

Director of Communications accomplishments and responsibilities included the coordination of all E-911, 800-mhz computer-trunk radio communication, FCIC/NCIC interacts, computer-aided dispatch and non-emergency phone calls. Responsible for handling over 6,000 telephone calls per day resulting in over 650,000 calls for service annually. Accomplishments include: Restructuring staffing levels, shift assignments, and supervision to provide better service to the community and agency, reducing call holding times and increasing 911 response times; improving working conditions by automating the training process, installing noise reduction panels for the 911 center, etc. The reorganization, technology and facility improvements were accomplished using alternative funding that did not impact or increase the Sheriff's Office operating budget. Employee turnover reduced by 40 percent. Directly responsible for a staff of 174 personnel and a budget of 5.8 million dollars.

**CHIEF, TRANSITION TEAM**, November 1992 – December 1992. Orange County Sheriff's Office.

Responsible for coordinating the transition of Sheriff's administrations. Duties included coordinating and conducting transition interviews of management personnel, fiscal, evidence and property control audits, reviewing transition documents, management proposals and legal issues, media coordination and managing the day-to-day operations of the transition office.

## **FREDERICK J. STALY**

### **A/CAPTAIN**, August 1990 – February 1992. Orange County Sheriff's Office, Orlando, Florida

Commander of the Management Services Bureau that included Staff Inspections, Support Services, and Public Information Office. As the Bureau Commander, I was responsible for administrative command of planning and research, grants, crime analysis, document and policy development, and analyzing the operational and cost effectiveness of every division within the agency and making recommendations for improvement. I commanded 23 personnel with an annual budget of 1.5 million dollars.

### **WATCH COMMANDER**, March 1992 – October 1992. Orange County Sheriff's Office, Orlando, FL.

Responsible for field law enforcement operations of more than fifty law enforcement personnel including deployment and service delivery of community-oriented policing in a 412 square mile geographic area which included a state university. Also responsible for agency-wide coordination of field training and evaluation for all new deputy sheriff's.

### **LIEUTENANT**, June 1988 – July 1990. Orange County Sheriff's Office, Orlando, Florida

Commander of the Staff Inspection Division responsible for analyzing the operation, policies, efficiency, workload and personnel allocation of every division within the sheriff's office and making recommendations for quality improvement. Division productivity increased 400 percent during my first year as Division Commander.

### **DEPUTY, CORPORAL, SERGEANT, DETECTIVE SERGEANT**, July 1977 – May 1988.

Various progressive duties all within the Orange County Sheriff's Office, Orlando, Florida. Assignments ranging from uniform patrol duties, to uniform supervisor, to supervisor for all East Orange County property crimes investigations and tactical squad supervisor, to staff inspections. Additional responsibilities included field training officer and supervisor of the field training and evaluation program.

### **OTHER LAW ENFORCEMENT EXPERIENCE**, August 1974 – June 1977. Oviedo and Altamonte Springs Police Departments, Florida.

Metro-Orlando area police departments. Duties included uniform patrol and dispatcher. One of the first 18-year old police officers in Florida.

### **Reserve Deputy Sheriff, January 2001 - Present. Seminole County Sheriff's Office, Sanford, Florida**

In this capacity I serve in an unpaid volunteer capacity as a sworn law enforcement officer with full police authority.

### **CRIMINAL JUSTICE CONSULTANT & PRESIDENT**, June 1998 – December 2011. Colman-Staly Agency, Inc. Orlando and Palm Coast, Florida

Colman-Staly Agency, Inc. provided public safety management and consulting services, audits and operational reviews of law enforcement agencies along with expert witness services. Business closed.

### **OTHER PRIVATE SECURITY**, October 2001 – June 2005. Kissimmee and Windermere, Florida

Served as the Manager of Safety Services for Gaylord Palms a 65-acre resort with more than 1,400 rooms and 400,000 sq. feet of convention space. Served as part of the opening team hiring, training and developing the safety services department. Served as Chief of Security for the Isleworth Community Association responsible for a private gated community of 340+ homes of high profile residents and a guard staff of 40.

## ***FREDERICK J. STALY***

### ***OTHER SIGNIFICANT ACCOMPLISHMENTS:***

#### **APPOINTMENT TO PIR SAC**, 2011 - present. Division of Licensing, State of Florida

Appointed to a four year term by the Florida Commissioner of Agriculture to serve on the PIR SAC Board as the at-large member representing all security companies in Florida. The Board provides guidance to the Division of Licensing. Currently serving as Vice-Chairman.

#### **SHERIFF'S TRANSITION TEAM**, 2008. Orange County Sheriff's Office, Orlando, FL

Appointed by Sheriff Jerry Demings to serve on his transition team when elected Sheriff of Orange County. Served on the management and budget and operations committees.

#### **ADJUNCT PROFESSOR**, 1993 – 2001. Southern Police Institute, University of Phoenix and Webster University.

Previously taught classes on futuristic policing, policing in America, criminal justice and introduction to public policy for the University of Louisville's Southern Police Institute , Phoenix University and Webster University.

#### **CRIMINAL JUSTICE INSTRUCTOR**, 1982 – 2001. Valencia Community College, Orlando, FL.

Adjunct instructor for the Central Florida Criminal Justice Institute and previously for the Kissimmee Police Academy. Developed a patrol operations course, which was adopted and expanded by the Florida Criminal Justice Standards and Training Commission as the minimum standard for statewide instruction in basic law enforcement recruit classes. Appointed by the President of Valencia Community College to the Criminal Justice Advisory Board for 1999-2000

#### **DIPLOMATE STATUS, LAW ENFORCEMENT EXPERT & HOMELAND SECURITY**

Appointed Diplomate by the American Board of Law Enforcement Experts and the American College of Forensic Examiners, as an expert in administration, field operations and training. Awarded level V certification and Fellow status in Homeland Security by the American College of Forensic Examiners International.

#### **PUBLISHED AUTHOR**

*21<sup>ST</sup> Century Policing: What Will It Bring?* Cover story, January 1992. The Florida Police Chief.

*Executive Management: Analysis of Police Entrance Requirements in the United States.* December 1988. The Florida Police Chief. This article was subsequently published in a state grant for program improvement in the criminal justice system.

#### **PROFESSIONAL MEMBERSHIPS**

- International Association of Chief's of Police, life member
- National Sheriff's Association, life member
- Central Florida Criminal Justice Council, Past President 1995
- Southern Police Institute Alumni Association, Past National Treasurer 1991-1995
- Florida Chapter Southern Police Institute Alumni, Founding and Past President 1988-1989
- FBI National Academy and Florida Chapter Associates, member
- Fraternal Order of Police Lodge 93, past lodge treasurer
- American Society of Industrial Security, member

#### **CIVIC/COMMUNITY ORGANIZATIONS:**

- Rotary International, member
- Rotary Club of Flagler County, President 2012-13
- CrimeStoppers of NE Florida, Past President

## *FREDERICK J. STALY*

- First United Methodist Church, member
- Orlando 69 Masonic Lodge, Past Master 2000
- Scottish Rite, Orlando, Florida, member
- Bahia Shrine, Orlando, Florida, member
- Honorable Order of Kentucky Colonels, appointed by Governor of Kentucky
- Leadership Orlando Class 33 and Leadership Flagler Class 16
- BPOE, Palm Coast, member

### ***SIGNIFICANT AWARDS:***

- Medal of Valor and Purple Heart Medal for being shot in-the-line-of duty while saving the life of a deputy sheriff.
- VFW Officer of the Year.
- Rotary International Paul Harris Fellow Medal for Community Service.
- Medal of Merit for saving the life of an attempted suicide victim.
- Distinguished Service Medal and Sheriff's Citation Medal for excellence in performance.
- Resolution of Commendation from the national membership, Southern Police Institute Alumni Association.
- Director's Award, Southern Police Institute, for Outstanding Leadership in Law Enforcement. I am the second recipient; only five have been awarded in 57 years.

### ***REFERENCES:***

Available upon request.

# CURRICULUM VITA

**Robert C. Crouse**  
**2210 Meadowbrook Dr.**  
**La Grange, KY 40031**  
**Telephone: Home (502) 225-9576**  
**Cell (502) 553-6754**  
**email: rccrouse@hotmail.com**

## **EMPLOYMENT:**

<b><u>Current</u></b>	<b>Technical Assistance Associates</b> <b>Public Safety Consulting</b> Established in 1989 502 553 6754 – Cell 502 225-9576 – House 502 225-0310 – FAX
2011- Dec 2012	DNA: SI Labs 1902 Tucker Street Burlington, NC 27215  Senior Associate – this position was a sales position covering Florida, Kentucky, Missouri, Illinois, Indiana, Michigan, Ohio, and West Virginia. This was a contract position requiring 80 hours of work per-month.  The contract with Technical Assistance Associates was renewed in August of 2012 and then terminated as of December 1, 2012.
2007 - 2009	CommsFirst, Inc. 200 Westpark Drive Suite 110 Peachtree City, GA  Prior Address 3485 North Desert Drive Building One East Point, Georgia 30344-5724  Account Executive – this position was responsible for a sixteen state sales territory. In 2008 I had 80 percent of the sales for the company. The Company was founded to develop solutions for disaster preparation and disaster response. I sold contracted services for emergency restoration of voice, video, and data; restoration equipment packages of equipment from backpacks through communications trailers; and repeater towers and repeaters. I wrote proposal and participated evaluative studies for communities in population of 100,000 and above. I made formal public presentations and participated in equipment evaluations and performance testing to match community needs.  The Company stopped operation.

2006 – 2007

The Ginn Group, Inc.  
3485 North Desert Drive  
Building One  
East Point, Georgia 30344-5724

Director of Procurement and Strategy – this position was responsible for business development, sales and marketing, and strategic partnerships.

Reason for leaving: The Division was purchased by CommsFirst, Inc

1986 – 2006

Associate Director, Southern Police Institute, Department of Justice Administration, College of Arts and Sciences, University of Louisville.

This position was responsible for the technical assistance delivery of the Southern Police Institute. Assistance was provided in the form of consulting services. Human resources consulting included personnel processes, federal personnel law compliance, recruitment programs, promotional processes, and executive searches. Management consulting included managerial audits of law enforcement agencies, merger studies, assistance in program development in human resources for CALEA compliance, and the development of rules, regulations, polices, and procedures. Managerial audits often lead to additional follow-up work with local governmental officials for the enhancement of community driven law enforcement and service delivery programs.

The professional development programs of the Southern Police Institute included curriculum design, facilitative training and development programs, and specialized training programs were the primary position responsibilities. This included the direct oversight of 50 contract employees who are nationally known for their area of specialization. Crouse designed and administered the Command Officers Development Course (CODC) and the National Sheriff's Associations National Executive Development Institute (a joint SPI and NSA program offering).

Adjunct Faculty – Undergraduate Faculty

Adjunct Faculty – Graduate Faculty

Instructional Specialty – Police Personnel Administration

Southern Police Institute – Administrative Officers Course

Reason for leaving: Retirement

1972 – 1986

Director of Public Safety Programs, Assistant Professor, Sauk Valley College. Deputy Sheriff (to maintain state peace officer certification), Lee County, Dixon, Illinois.

Reason for leaving: Opportunity to work with law enforcement agencies at a national level

1969 – 1972

Police Officer, City of East Lansing Michigan. This position included assignment to uniform road patrol and Metro-Enforcement Group.

Reason for leaving: Injury on the job and an opportunity to establish a Public Safety Training Center in Illinois.

1968 – 1969

Campus Police Officer, Grand Valley State University, Michigan (Deputy Sheriff, Ottawa County, Grand Haven, Michigan) This position included assignment to uniform road patrol.

Reason for leaving: Move to East Lansing (Graduate School at MSU) and a significant compensation increase.

**EDUCATION:**

1969 – 1972	Michigan State University	MS	Criminal Justice
1965 – 1969	Grand Valley State College	BA	Anthropology
		BS	Psychology

**SPECIAL CERTIFICATION:**

Florida	<u>Certified Law Enforcement Instructor</u> , <u>Certified Cultural Diversity Instructor</u> (Florida Department of Law Enforcement)
Illinois	<u>Certified Training Center Director</u> (Local Governmental Law Enforcement Offices Training Board) – Combination of 120 hours of training – 2000 hours of instruction – 2000 hours of enforcement experience – and dual certification in at least two specialty areas (Police and Fire)
Illinois	<u>Certified Vocation Teacher</u> (Illinois Department of Vocational Education and Rehabilitation) – MS Degree and 2000 hours of field experience
Illinois	<u>Certified Youth Officer</u> (Illinois Local Governmental Law Enforcement Officers Training Board) – 40 hour training course
Illinois	<u>Police Officer / Deputy Sheriff</u> (Illinois Local Governmental Law Enforcement Officers Training Board) – Transfer of Michigan Certification
Illinois	<u>Basic Certified Fire Fighter</u> (Illinois Department of Fire) – 60 hour training course
Illinois	<u>Law Enforcement Instructor</u> (Illinois Local Governmental Law Enforcement Offices Training Board) – 40 hour training course
Illinois	<u>Fire Fighter Instructor</u> (Illinois Department of Fire)
Kentucky	<u>Certified Law Enforcement Instructor</u> (Kentucky Law Enforcement Commission) – Automatic as a result of teaching at the University of Louisville
Michigan	<u>Certified Police Officer</u> (State of Michigan, Department State Police) – 440 hour course at the Grand Rapids Police Academy

**TECHNICAL ASSISTANCE PROJECTS**  
(Both independently & with the Southern Police Institute)

**Management Audits & Department/Community Studies**

1980	Accreditation Feasibility Study - Committee Member & Investigator – Illinois State Police
1985	Certified City Project - Sterling, Illinois – Police and Fire Department
1985	Certified City Project - Dixon, Illinois – Police Department
1990	Management Audit - Rolling Hills Police Department, KY
1991	Management Audit - West Bushel Police Department, KY
1999	Management Audit - Philomath, OR
1999	Management Audit - Corvallis, OR
1999	Management Audit - Benton County Sheriff's Office, OR
1999	Management Audit - Boone County KY Police Department
1999	Management Audit - Boone County KY Sheriff's Department
2000	Management Audit - CEN-TAC Akron Ohio – Organized Crime Unit
2001	Management Audit - Northern Kentucky State University Police
2001	Management Audit - for the National Sheriffs Association – Buford County South Carolina
2003	Management Audit - City of Mayfield, Kentucky Police Department
2003	Management Audit - Town of Bluffton, South Carolina Police Department

**Specialized Assistance**

1978	Advanced Training Plan – State of Illinois, Division of State Police, Crime Scene Technicians
1979	Advanced Training Plan – State of Illinois, Division of State Police, Bureau of Criminal Investigation
1980	Advanced Training Plan – State of Illinois, Division of State Police, Bureau of Criminal Investigation – Supervisors

1981 Evaluation and Curriculum Design – First Line Supervisors – Illinois Local Government Law Enforcement Officers Training Board

1989 EEOC Complaint Solution – City of Shively, KY – Police and Fire Selection Process

1991 Technical Assistance Team – Peoples Republic of China – Ministry of Public Security – Fact Finding Team

1992 EEOC Complaint – City of Shively, KY – Investigation of the Selection Process for Police Officer – affirmative resolution in favor of the City

1993 Training Atlanta Police Sergeants and Lieutenants to function in multi-agency work setting for the Olympic Games – City of Atlanta – Police Department

1997 Development of Strategic Direction for the Police Section, Public Safety Division, Columbus Airport Authority

1998 Facilitative Process for Organizational Change, Newport News Police Department – Lieutenants

1999 Assessor – CALEA – Newport News, Virginia

1999 Design of the Selection Process for the Police Chief of Jefferson County Police Department – Jefferson County, Kentucky

1999 Design of the Selection Process for the County Director of Corrections, Jefferson County, Kentucky

1999 Performance Appraisal Development – Columbus Airport Authority – Human Resources Division, Columbus OH

1999 Collaboration Study – Willamette Criminal Justice Council, Albany, OR

1999 Merger Study Boone County Kentucky

2000 Kentucky State Police- Development of Job Descriptions, Job Factors and Job Specifications for Trooper, Trooper First Class, Senior Trooper, and Master Trooper

2001 Assessor – CALEA – Baldwin Bough, Pennsylvania

2001 Kentucky State Police- Design of a Trooper Career Development Program

2001 Kentucky State Police- Development of a Performance Appraisal Process

2002 La Grange, Kentucky – Assistance to Develop New Personnel Procedures

2002 MOCK Assessment – Kentucky State Police for CALEA Assessment Preparation

2002 EEOC Complaint Resolution – City of Shively Kentucky

2002 Commission on Law Enforcement Accreditation, Inc. – Training in Job Analysis – November Conference Presentation in Seattle, Washington

2002 Designed the Selection Process – Louisville Metro Police Chief

2003 CALEA Newsletter – Article - Job Analysis: A Case Study – Kentucky State Police

2003 Assessor – CALEA – Edmonds, Washington

2003 Commission on Law Enforcement Accreditation, Inc. – Training in Job Analysis – July Conference Presentation in Detroit, Michigan

2004 Facilitative Process for Organizational Change – Mayfield Police Department – Mayfield, KY

2004 Assessor – CALEA – Tampa, Florida

2004 Assessor – CALEA – Johnson City, Tennessee

2004 Assessor – CALEA - Highland Park, Illinois

2004 Developed and Presented Fiscal Year 2005 Budget for the Bluffton (South Carolina) Police Department

2004 Reviewed plans and made building recommendations for new police facility Bluffton, South Carolina

2005 City of Mayfield Kentucky – Assessment of Chief of Police and

2005 City of Mayfield Kentucky – Assessment of the strategic plan for the Police Department

2005 City of Mayfield Kentucky – Recommendation for the Enhancement of Police Service Delivery and Development of the Organization

2005 City of Mayfield Kentucky – Removal of the Chief of Police

2005 Police Chief Evaluation - Bluffton, South Carolina

2005 Police Chief Demotion - Bluffton, South Carolina

2005 Identification and Appointment of Interim Police Chief for Bluffton, South Carolina

2006 Assessor – CALEA – George Washington University Police Department, Washington DC

#### **Recruitment and Selection Processes & Executive Searches**

1989 Recruitment and Selection Process – Shively, KY – Police and Fire Departments

1990 Recruitment and Selection Process – Jeffersontown, KY – Police Department

1991 Recruitment and Selection Process – Shively, KY – Police and Fire Departments

1991 Recruitment and Selection Process – Jeffersontown, KY – Police Department

1992 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
1992 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1994 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
1993 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1994 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1995 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
1995 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1996 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1997 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1997 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
1998 Executive Search – Jefferson County Kentucky – Selection of Chief of Police  
1998 Executive Search – Jefferson County Kentucky – Selection of Chief of Corrections  
1998 Recruitment and Selection Process – Jeffersontown, KY – Police Department  
1999 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
1999 Selection Process – Columbus Airport Authority – Public Safety Division – Police Section  
2000 Selection Process – Columbus Airport Authority – Public Safety Division – Police Section  
2001 Selection Process – Columbus Airport Authority – Public Safety Division – Police Section  
2001 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
2002 Selection Process – Columbus Airport Authority – Public Safety Division – Police Section  
2003 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
2003 Executive Search – Louisville Metro Government – Selection of Chief of Police  
2003 Executive Search – City of Mayfield, Kentucky – Selection of Chief of Police  
2003 Recruitment and Selection Process – City of Mayfield, Kentucky – Selection of Chief of Police  
2004 Recruitment and Selection Process – Shively, KY – Police and Fire Departments  
2004 Executive Search – Bellarmine University – Director of Safety and Security  
2005 Executive Search – Bluffton, South Carolina – Chief of Police  
2009 Background Investigation – Executive Search – City of Mayfield, Kentucky  
2010 Recruitment and Selection Process – Shively, KY – Police Department

### Job Analysis

1974 Job Analysis – Illinois Local Governmental Law Enforcement Officers Training Board  
1982 Job Analysis – Police Sergeant – Sterling, Illinois – Police Department  
1983 Job Analysis – Deputy Sergeant - Whiteside County Sheriff's Department - Morrison, Illinois  
1982 Job Analysis – Police Lieutenant – Sterling, Illinois -  
1992 Job Analysis - Law Enforcement & Corrections Corporal – Harford County, Maryland – Sheriff's Office  
1992 Job Analysis - Law Enforcement & Corrections Sergeant – Harford County, Maryland – Sheriff's Office  
1994 Job Analysis – Sergeant and Lieutenants – Shively, KY – Police Department  
1994 Job Analysis – Sergeant and Lieutenants – Shively, KY – Fire Department  
1996 Job Analysis – Sergeant – Columbus Airport Authority, Public Safety Division, Police Section - Columbus, OH  
1997 Job Analysis – Sworn – Non-Ranked Personnel – Columbus Airport Authority, Public Safety Division, Police Section - Columbus, OH  
1998 Job Analysis – Sergeant – Jeffersontown, KY  
1999 Job Analysis – Sergeant – Commonwealth of Kentucky – Kentucky State Police  
2000 Job Analysis – Trooper – Commonwealth of Kentucky – Kentucky State Police  
2001 Job Analysis – Sergeant – Commonwealth of Kentucky – Kentucky State Police  
2001 Job Analysis – Lieutenant – Commonwealth of Kentucky – Kentucky State Police  
2001 Job Analysis – Captain – Commonwealth of Kentucky – Kentucky State Police  
2004 Job Analysis – Corporal and Sergeant – Columbus Airport Authority – Columbus, Ohio  
2006 Modified Job Analysis – Sergeant – Lieutenant – Captain – Kentucky State Police  
2009 Modified Job Analysis – Police Sergeant – City of Shively, Kentucky  
2010 Modified Job Analysis – Fire Sergeant – City of Shively, Kentucky.

### Promotional Processes

1982 Promotional Process – Sergeant and Lieutenant – Sterling, Illinois – Police and Fire Board  
1984 Promotional Process – Sergeant and Lieutenant – Rock Falls, Illinois – Police and Fire Board

1990 Promotional Process – Sergeant and Corporal – Harford County, Maryland  
1995 Promotional Process – Sergeant and Lieutenants – Shively, KY – Police Department  
1995 Promotional Process – Sergeant and Lieutenants – Shively, KY – Fire Department  
1996 Promotional Process – Sergeant and Corporal – Harford County, Maryland  
1997 Promotional Process – Sergeant – Columbus Airport Authority – Public Safety Division – Police Section  
1998 Promotional Process – Sergeant – Jeffersontown, KY – Police Department  
1998 Promotional Process – Sergeant – Columbus Airport Authority – Public Safety Division – Police Section  
2000 Written Examination – Sergeant – Lieutenant – Captain – Commonwealth of Kentucky – Kentucky State Police  
2001 Written Examination – Sergeant – St Mathews KY Police Department  
2001 Written Examination – Sergeant – Lieutenant – Captain – Commonwealth of Kentucky – Kentucky State Police  
2002 Examination and Oral Process – Sergeant – Lieutenant – Captain – Commonwealth of Kentucky – Kentucky State Police  
2003 Kentucky State Police- Development of New Promotional Process – Sergeant – Lieutenant – Captain  
2003 Kentucky State Police - Administration of the Promotional Process – Sergeant – Lieutenant – Captain  
2004 Promotional Process – Corporal and Sergeant – Columbus Airport Authority – Public Safety Division – Police Section  
2004 Kentucky State Police Design Enhancement and Administration of the Promotional Process – Sergeant – Lieutenant – Captain  
2005 Promotional Process – Corporal and Sergeant – Columbus Airport Authority – Public Safety Division – Police Section  
2005 Promotional Process – Lieutenant – Columbus Airport Authority – Public Safety Division – Police Section  
2006 Kentucky State Police- Design Enhancement and Administration of the Promotional Process – Sergeant – Lieutenant – Captain  
2007 Lexington, Kentucky Promotional Process Design  
2007 Kentucky State Police- Design Enhancement and Administration of the Promotional Process – Sergeant – Lieutenant – Captain  
2009 Police Sergeant Oral Board – City of Shively, Kentucky  
2010 Promotional Process for Fire Sergeant – City of Shively, Kentucky  
2010 Promotional Process for Fire Captain – City of Shively, Kentucky  
2012 Promotional Process for Police Sergeant – City of Shively, Kentucky  
2012 Promotional Process for Fire Sergeant – City of Shively, Kentucky

#### Labor / Collective Bargaining

1969 – 1972 Fraternal Order of Police - Member  
1972 – 1986 Illinois Education Association / National Education Association / Sauk Valley College Local – Member  
1975 Member of the Negotiation Team  
1976 - 1978 Grievance Committee  
1977 Member of the Negotiation Team  
1978 - 1980 Chair – Grievance Committee – Executive Board Member  
1979 Member of the Negotiation Team  
1980 - 1982 Chief Negotiator – Executive Board Member  
1982 - 1986 President

#### Curriculum Design, Certification, and Implementation of Significant Training and Education Programs\*

1974 Law Enforcement Program – Associate of Applied Science – Sauk Valley College\*\* (Dixon Illinois)  
1974 Correction Program – Associate of Applied Science – Sauk Valley College  
1975 Criminal Justice Program – Associate of Science Degree – Sauk Valley College  
1975 Criminal Justice Program – Associate of Science Degree – Kishwaukee Community College  
1975 Criminal Justice Program – Associate of Science Degree – Highland Community College

1976 Law Enforcement Program – Associate of Applied Science – Highland Community College  
1976 Crime Scene Technology Program – Associate of Science Degree – Sauk Valley College  
1977 Fire Control Technology – Certificate Program – Sauk Valley College  
1978 Personnel Protection Program (security operations) – Certificate Program – Sauk Valley College  
1989 Command Officers Development Course – Southern Police Institute – 400 Hour Management Development Course  
1989 Staff Officers Development Course – 120 Hour Program for Staff Officers  
2000 National Sheriffs Institute – Southern Police Institute – 160 Hour Management Development Course

- The Illinois Community College Board governs community colleges. This Board is under the control of the Illinois Board of Higher Education. Certain Applied Science Degrees require certification by the Illinois Board of Vocational Education and Rehabilitation. Certain Applied Science Degree Courses require certification by the Illinois Local Governmental Law Enforcement Officers Training Board.

\*\* Sauk Valley College is an Illinois Community College

### College Service

1973 – 1978 Sauk Valley College Curriculum Committee Chair 1977-1978  
1979 – 1986 Sauk Valley College Instructional Standards Committee Chair 1982-1986  
1984 – 1986 Steering Committee North Central Accreditation Team

### Community Service

1976-1986 United Way of Sterling and Rock Falls  
1976-1979 Chair of the Sauk Valley College UW Campaign  
1980-1982 Chair of the United Way Education Division  
1982-1983 United Way Executive Board Member – Government and Education Divisions  
1984-1985 United Way Executive Board Member – Campaign Vice President  
1985-1986 United Way Executive Board Member – Campaign President

### Professional References:

Gilbert Frazier  
Assistant Chief of Police, Hollywood FL Retired  
12846 Brown Bark Trail  
Clermont, FL 34711  
(352) 394-8996  
email: Fraz5514@aol.com

Les Poole  
I.M.P.A.C.T. Consulting  
Commander – New Scotland Yard – Metropolitan Police – London, England Retired  
711 Amsterdam Ave.  
#23M  
New York, N.Y. 10025-6917  
(917) 797-6572 Cell  
(212) 749-3130  
(212) 678-4443 Fax  
email: lespoole@gmail.com

Fred Wilson  
Director of Training, National Sheriffs Association  
1450 Duke Street  
Alexandria, VA 22314-3490  
(703) 836-7827  
email: fwilson@sheriffs.org

Sylvester Daughtry, Jr.  
Executive Director, CALEA  
10302 Eaton Place, Suite 100  
Fairfax, VA 22030-2215  
(800) 368-3757 ext 31  
email: [sdaughtry@calea.org](mailto:sdaughtry@calea.org)

John (Jack) Bisland  
20 Southern Trace Blvd.  
Ormond Beach, FL 32174  
(386) 677-4594 Home  
(386) 214-1447 Cell  
[Durango147@aol.com](mailto:Durango147@aol.com)

---

**Profile** Currently employed with the State Attorney's Office 7<sup>th</sup> Judicial Circuit as a Sworn Law Enforcement Investigator assigned to the "Special Prosecutions Unit". Retired from law enforcement with a career that spans 34 years of diversified experience, specializing in criminal investigations. Job specific background in Narcotics, Violent Crime, Economic Crime, Intelligence and Homeland Security. Certified State Instructor, Secret Federal Clearance, and State of Florida MB Security Agency Managers License #M2800063.

**Education** Seminole Community College 1977  
Daytona State College 1991  
FDLE Foundational Leadership Graduate 2003  
Florida CJSTC Law Enforcement Certification 1977

Professional Associations:

- Volusia/Flagler Police Chief's Association
- Member Florida PBA (Retired)
- Member ASIS
- Member FDLE CJSTC Curriculum Subject Matter Expert
- Past Vice President Florida Intelligence Unit OC Committee
- Retired FDLE Agent's Association
- Adjunct Instructor Daytona State College

---

**Career History** **7th Judicial Circuit State Attorney's Office** April 2010 - present  
*Sworn Investigator*

- Special Prosecutions Unit responsible for investigating public corruption and complicated criminal allegations.

**Valor Security Services** March 2009 - March 2010  
*Regional Vice President*

- RVP managing 24 properties @ Retail Mall Security Vertical

- 7.2 Million dollar portfolio with 368 security employees
- Fortune 500 Client: Simon Property Group

**Ginn Security Services** Sept. 2008 – March 2009  
*Director of Operations and Event Security*

- Director of security operations for 10 properties in 5 states and Caribbean
- Residential and resort properties
- Staff of 8 Security Managers and 158 Security Officers
- \$4.05 Million Annual Accounts Receivable
- 180,000 hours billed annually
- Prepare and manage budget, overtime, contracts, licensing, inventory and conduct assessments
- Coordinate security for Ginn Professional Golf Events w/PGA, Champions Tour and LPGA

**Florida Department of Law Enforcement** Jan. 1989 - Jan. 2009  
*Resident Agent in Charge*

- Supervise criminal investigations conducted by 17 special and task force agents at a state and federal level
- Supervised Crime Scene Response Unit
- Oversight of 14 member multi-agency HIDTA funded poly-drug and money laundering task force
- Promoted to Special Agent Supervisor in 2002, Orlando Major Drug Squad
- 1989-2001 conducted criminal investigations, governor protective operations, special operations team, intelligence operations and special events coordinator

**City of Longwood Police Department** Oct. 1979 – Jan. 1989  
*Police officer – Lieutenant*

- Supervised the Criminal Investigations Division; which included property/persons crimes, narcotics, crime scene, evidence and internal affairs
- Prepared and managed division budget
- Sergeant in Criminal Investigations Division and Patrol Division

- Assigned to U.S. Department of Justice Drug Enforcement Administration Task Force; Orlando Resident Office 1983-1986
- Criminal Investigator, road patrol officer and motorcycle officer

**City of Winter Springs Police Department Jan. 1978-Oct. 1979**  
***Patrol Officer***

- Uniform patrol duties

<b>PERSONNEL</b>		<b>ORDER</b>	<b>EFFECTIVE 1/8/2013</b>	
<b>RANK</b>	<b>NAME</b>	<b>TRANSFERRED FROM</b>	<b>TRANSFERRED TO</b>	<b>REASON</b>
Deputy	Steve Carr	Law Enforcement Services Division, District Patrol	CSI - Investigative Services Division	Reorganization, District eliminated
Deputy	Steve Williams	Law Enforcement Services Division, District Patrol	Agriculture Unit, Community Outreach Section	New Unit
Corporal	Kevin Byrne	Law Enforcement Services, Community Policing Unit	Neighborhood Services Division, Court Security	Reorganization, Community Policing Unit eliminated
Corporal	Kim Davis	Law Enforcement Services Division, District Patrol	Office of the Undersheriff, Integrity & Accountability Unit	Reorganization, Districts Eliminated
Corporal	Joe Leflar	Support Services Division, Judicial Processing	Neighborhood Services Division, Judicial Process	Reorganization, Division eliminated
Corporal	Jason Neat	Law Enforcement Services, NET	Neighborhood Services Division, Patrol Squads	Reorganization
Sergeant	Michael Fink	Law Enforcement Services Division, District Patrol	Human Resources & Professional Development Division	Reorganization, District eliminated
Sergeant	Larry Jones	Law Enforcement Services Division, District Patrol	Neighborhood Services Division, Palm Coast Community District Office	Reorganization, District Eliminated
Corporal	Nathan Koep	Law Enforcement Services Division, District Patrol	Investigative Services Division, Special Investigations	Reorganization, District Eliminated
Sergeant	Michael Lutz	Law Enforcement Services Division, District Patrol	Office of the Sheriff, Community Outreach	Reorganization, District eliminated
Lieutenant to Deputy	Birdsong	Law Enforcement Services Division, K-9/CST/WC	Neighborhood Services Division, Neighborhood Patrol Squads	Reorganization, position eliminated
Lieutenant to Deputy	Stephen Cole	Law Enforcement Services Division, Watch Commander	Investigative Services Division, Special Victims & SRO Section	Reorganization
Lieutenant to Deputy	Jerry Ditolla	Law Enforcement Services Division, District II Cmdr	Neighborhood Services Division, Neighborhood Patrol Squads	Reorganization, Lieutenant position eliminated
Lieutenant	Jeff Stuart	Law Enforcement Services Division, District 1 Cmdr	Neighborhood Services Division, Watch Commander & Traffic Unit	Reorganization, District 1 Commander Eliminated
Lieutenant	Robert Weber	Law Enforcement Services Division, Admin. Cmdr	Office of the Sheriff, Media Relations/PIO & Community Outreach	Reorganization, Division Eliminated
Lieutenant	Greg Weston	Law Enforcement Services Division, Professional Development	Neighborhood Services Division, Watch Commander	Reorganization, Division Eliminated
Captain to Lieutenant	Paul Bovino	Law Enforcement Services Division, Operations Executive Commander	Neighborhood Services Division, Watch Commander & SWAT/ERT	Reorganization, Division & position eliminated
Captain to Lieutenant	Lynn Catoggio	Support Services Division, Executive Commander	Neighborhood Services Division, Palm Coast Community District Office	Reorganization, Division & position eliminated
No Appointment	Steve Clair	Law Enforcement Services Division Director (Major)	No re-appointment	Reorganization, Division and Major position eliminated
No Appointment	John Plummer	Support Servicesa Division Director (Major)	No re-appointment	Reorganization, Division and Major position eliminated
Chief Deputy to Sr. Cmdr	David O'Brien	Chief Deputy	Neighborhood Services Division, Sr. Commander	Reorganization, Chief Deputy position eliminated

Director	Robert Crouse	Replacement, new hire	Human Resources & Professional Development Division	Reorganization, consolidation of functions
Commander	Jack Bisland	New Hire	Investigative Services Division	Reorganization
PIO	Debbie Johnson	Office of the Sheriff, PIO	Office of the Sheriff, Assistant PIO	Reorganization
Undersheriff	Rick Staly	New Hire	Office of the Sheriff	Reorganization
Corporal	Steven Brandt	Law Enforcement Services Division, District 1 Patrol	Neighborhood Services Division, Safe Neighborhood Unit	Reorganization, District eliminated
Sergeant to Deputy	Jamie Roster	Law Enforcement Services Division, K-9 Unit	Neighborhood Services Division, Neighborhood Patrol Squads, K-9 Deputy	Reorganization, K-9 Unit and position eliminated
K-9 Unit	All Deputies: Smith, Guida, Dailey, Welker	Law Enforcement Services Division, K-9 Unit	Neighborhood Services Division, Neighborhood Patrol Squads	Reorganization, K-9 Unit eliminated; All K-9's and handlers assigned individually to Neighborhood Patrol Squads
PT Emp	Richard Maronski			Reorganization, position eliminated
Sergeant	Phil Reynolds	Law Enforcement Services Division, District Patrol	Neighborhood Services Division, Safe Neighborhood Unit	Reorganization

